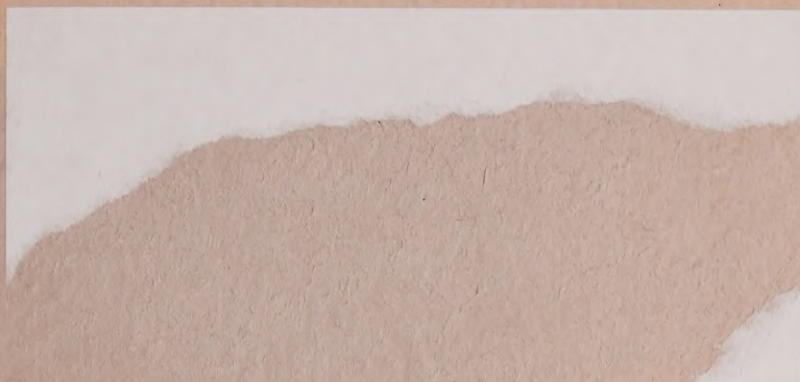


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PART-TIME WORK IN ONTARIO: 1966 TO 1976

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Toronto
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PART-TIME WORK IN ONTARIO: 1966 TO 1976

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GORD ROBERTSON


RESEARCH BRANCH

ONTARIO MINISTRY OF LABOUR

AUGUST 1976

Hon. Bette Stephenson, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister



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INTRODUCTION

Over the past several years an increasing amount of attention has been given to those arrangements which provide increased flexibility in working life. Probably the best known and most significant of these is part-time employment.⁽¹⁾ This report describes the trends in part-time employment in Ontario over the period 1966 to 1976, and examines several characteristics of part-time workers and part-time employment.

Following these introductory paragraphs, the paper is divided into five sections. The first section reviews various definitions of part-time employment, including those used in this study. This is followed by a discussion of the scope and limitations of the data presented. The third section describes the general trends in part-time employment from 1966 to 1976. The next identifies the characteristics of part-time workers and part-time employment and examines changes that occurred between 1966 and 1973. The final section provides a summary of the findings and offers some general observations about the trends.

(1) Other arrangements include flexible work schedules, sabbatical and educational leaves, etc.

I. PART-TIME EMPLOYMENT DEFINED

The term 'part-time employment' conjures up a number of different ideas. The following quote from a study published by the Canada Department of Labour indicates the wide range of employment situations which might be considered as being 'part-time'.

"When we speak of a part-time employee in Canada whom do we mean? Is it the student working in a tourist resort for his summer vacation? Is it the girl parceling in a department store every Saturday? Is it the women who work a few hours every night cleaning offices? Is it the fisherman who works as long as the weather and 'the run' permits? Or the woman who works 40 hours or more a week during the canning season? Or the nurse who puts in three shifts a week at a hospital? Or the teacher who is on call to substitute for a regular teacher away ill? Is it the receptionist who works five hours every day in a dentist's office?"⁽¹⁾

In a sense, all of the situations cited above involve part-time employment whether it be on a daily, weekly or yearly basis. However, there are differences between what are normally termed 'casual' and 'seasonal' employment and the more regular part-time employment. A further distinction can be made between those who work part-time by choice and those who work part-time because they are unable to find suitable full-time employment. Since part-time employment is often viewed as an alternative to full-time work, these two categories of part-time workers based on choice, should be separated.

Part-time employment has been defined by the International Labour Office as work carried out "on a regular and voluntary basis, for a daily or weekly period of substantially shorter duration than current normal hours of work".⁽²⁾ This definition was endorsed in a more detailed study of part-time employment carried out by Jean Hallaire for the Organization for Economic Co-operation and Development. In that study part-time employment was defined as "regular voluntary work carried

(1) Part-Time Employment In Retail Trade, Economics and Research Branch and Women's Bureau, Canada Department of Labour, Ottawa, 1969.

(2) "An International Survey of Part-Time Employment (Part I)", in International Labour Review, December 1963, pg. 383.

out during working hours distinctly shorter than normal".⁽¹⁾

In reviewing these definitions it is evident that part-time work is often thought of as: (a) regular and stable work as opposed to casual or seasonal work; (b) voluntarily chosen work (i.e., where shorter hours are a result of choice and not of labour market conditions); and, (c) work in which total hours are appreciably shorter than normal, but excluding shorter hours caused by the nature of the employment situation, such as reduced hours achieved through collective bargaining.

Although it may be desirable to adopt the above criteria in defining part-time work, practical consideration and the need to facilitate data collection have resulted in the common practice of defining part-time workers as those who usually work less than a specified number of hours per week. Until 1975, for example, the Statistics Canada Labour Force Survey definition of part-time workers applied to those who (usually) worked less than 35 hours per week.⁽²⁾ Hours (usually) worked was the sole criteria for identifying part-time employees, and as such the definition did not take into account the other criteria mentioned above - namely, that it be regular and voluntary work. However, in 1975, a new definition of part-time employment was introduced, and it attempts to deal with the third criteria mentioned above, since employees (usually) working less than 30 hours per week must also consider themselves to be working part-time before they are classified as part-time.

II. SCOPE AND LIMITATIONS OF THE DATA

Much of the data used in this paper were collected in the Statistics Canada Labour Force Survey. Special tabulations focussing on the characteristics of part-time workers over the period 1966 to 1973 for Ontario's employed labour force were obtained from Statistics Canada for this study.

When the Labour Force Survey definitions are compared with the stricter definitions of part-time described above, it would appear that the Labour Force Survey provides somewhat

(1) Hallaire, J., Part-Time Employment: Its Extent and Problems, O.E.C.D., Social Affairs Division, Paris, 1968, p. 15.

(2) The Labour Force, (71-001 monthly), Statistics Canada, Ottawa

The Labour Force Survey defined part-time employees as "those who worked less than 35 hours during the reference week or had a job and did not work and said they usually work less than 35 hours at their present job"

inflated numbers of part-time employees. For example, while both the I.L.O. and O.E.C.D. definitions exclude both casual and seasonal employment from the part-time category, the Labour Force Survey does not. Another problem with the data relates to the revised definition of part-time introduced in 1975. This change in definition makes it extremely difficult to compare the data for the period 1966 to 1974 with that for 1975 and 1976. While data are provided and some observations are made, these must be interpreted with caution.

The Labour Force Survey is a sample survey based on household interviews. As such, the Survey is subject to the problems of sampling and non-sampling errors. However, no data are presented in this report which have an estimate of one standard deviation of greater than 10.0 per cent. Even where the sampling error falls into the allowable category, it should be noted that percentage changes between periods are subject to errors of more than 10 per cent (that is, when the error in one period is combined with the error from the other period).

The data presented on proportions and wages of part-time workers in specific industries were obtained from the Survey of Wages, Hours of Work and Overtime Pay Provisions in Selected Industries carried out by the Research Branch of the Ontario Ministry of Labour in May 1975.⁽¹⁾ This was also a sample survey and, therefore, subject to the same problems as the Labour Force Survey. In this survey, the part-time category pertained to employees whose regularly scheduled hours were fewer than 35 per week and this is generally consistent with the definition used in the Labour Force Survey until 1975.

III. TRENDS IN PART-TIME EMPLOYMENT

This section reviews the general pattern of total as well as male and female part-time employment over the period 1966 to 1976. It also provides a comparison of the employment trends of part-time workers and the employed labour force during this same period.

Total Part-Time Trends

Table 1 shows the distribution and year-to-year rates of change of the employed labour force in Ontario by employment category for the period 1966 through 1976. For the period 1966 to 1975, part-time employees were defined as those who (usually) worked less than 35 hours per week. As was noted earlier, the

(1) See for example: Wages, Hours of Work and Overtime Pay Provisions in Selected Industries, Ontario April 1974, Research Branch, Ontario Ministry of Labour, Employment Information Series #13.

definition of a part-time employee was changed to include only those people who (usually) worked less than 30 hours per week and considered themselves to be working part-time. The data¹ provided for 1975 and 1976 are based on this new definition.

Table 1

Distribution and Year-To-Year Percentage Change of The
Employed Labour Force By Employment Category
Annual Averages, Ontario, 1966 to 1976

Year	Employed Labour Force				
	Part-Time			Total	
	Number ('000)	As Per Cent of Total Employment	Year-to-Year Percentage Change	Number ('000)	Year-to-Year Percentage Change
1966	254	9.6	-	2,651	-
1967	273	9.9	7.5	2,745	3.5
1968	304	10.7	11.4	2,830	3.1
1969	335	11.4	10.2	2,936	3.7
1970	364	12.1	8.7	2,996	2.0
1971	379	12.3	4.1	3,079	2.8
1972	395	12.3	4.2	3,218	4.5
1973	405	12.0	2.5	3,366	4.6
1974	435	12.4	7.4	3,519	4.5
1975	479	13.4	10.1	3,581	1.8
1975 ^(a)	431	11.9	-	3,613 ^(b)	-
1976	444	12.0	3.0	3,689	2.1

(a) In 1975 the definition of part-time employment changed to include those people who usually work less than 30 (as opposed to 35) hours per week, and considered themselves to be working part-time.

(b) The definition of "employed" also changed in the Labour Force Survey and this accounts for the differences in the total employed labour force figures for 1975.

Source: Labour Force Survey, Statistics Canada (71-001)

¹ Data based on both definitions were available for 1975 for purposes of Table 1.

Between 1966 and 1975, the overall growth in the employed labour force occurred as a result of growth in both full and part-time employment. As a proportion of the total employed labour force, part-time employment increased from 9.6 per cent in 1966 to 13.4 per cent in 1975. This growth was marked by a steady percentage increase in part-time employment up to 1971, a levelling off between 1971 and 1974 and then a considerable increase in 1975.

There are a number of possible reasons for the increase in 1975. First, with the higher rate of unemployment in 1975, it is possible that a number of people looking to work full-time could only find part-time employment. Second, the strain on family budgets resulting from the higher rate of inflation may have drawn some secondary wage earners into the labour force to supplement family income through part-time work. Finally, the poor economic conditions may have caused some employers to reduce their scheduled working hours below 35 per week, thereby putting their employees into the part-time category as defined in the Labour Force Survey.

Table 1 also gives the year-to-year percentage change in the employed labour force by employment category for the period 1966 through 1975. While the numbers of persons working part-time grew in each year, the rate of growth varied considerably from a low of 2.5 per cent between 1972 and 1973 to a high of 11.4 per cent between 1967 and 1968. With the exception of the years 1972 and 1973, part-time employment grew at a faster rate than total employment.

The two sets of data for 1975 provide some understanding of how the changes in definition have affected the overall trends in part-time employment. The reduction in the number of employees working part-time (from 479,000 to 431,000) is a direct result of these changes. This "definitional" decrease in numbers of part-time workers occurred even though there was a "definitional" increase in total employment. Although the revisions make historical comparison difficult, it would appear that as a percentage of the employed labour force, there was almost no growth in part-time employment between 1975 and 1976.

Part-time Trends by Sex

Table 2 shows the percentage distribution of the part-time male and female employed labour force over the period 1966 to 1976. Females comprised approximately 70 per cent of the employed part-time workers throughout the period. Although there were fluctuations in the composition of the part-time group, the female component appears to have returned to its 1966 high by 1974. While the change in definition makes trend analysis difficult, the female component appears to have

continued to grow, in relative terms, at least in 1976.

Table 2

Distribution Of The Part-Time Employed Labour Force
By Sex, Annual Averages, Ontario, 1966 To 1976

Year	Part-Time Employed Labour Force			
	Number (000)	Total Per Cent	Male Per Cent	Female Per Cent
1966	254	100.0	28.7	71.3
1967	273	100.0	31.1	68.9
1968	304	100.0	30.3	69.7
1969	335	100.0	29.8	70.2
1970	364	100.0	31.9	68.1
1971	379	100.0	31.1	68.9
1972	395	100.0	31.4	68.6
1973	405	100.0	29.9	70.1
1974	435	100.0	29.0	71.0
1975 ^(a)	431	100.0	30.6	69.4
1976	444	100.0	29.0	71.0

(a) See footnote (a) in Table 1.

Source: The Labour Force, Statistics Canada (71-001)

Tables 3 and 4 show the proportions of employed females and males, respectively, by employment category during the period 1966 to 1976. Following a slight decline in 1967, part-time female employment increased as a per cent of the total female employment to a high of 24.9 per cent in 1970. From this 1970 high, there was a year-by-year decline to 1973 when 23.9 per cent of the employed female labour force worked part-time. Since total employed females continued to grow as a proportion of total employment during these years, this means that between

1970 and 1973 full-time employment grew faster than part-time employment among females. For example, between 1972 and 1973 the part-time employment of females increased 4.8 per cent compared to a 6.1 per cent increase for full-time employment. However, between 1973 and 1974 part-time female employment again increased as a per cent of total female employment, and while the change in definition disrupts the continuity of the series, it would appear that this increase has continued through 1976.

Table 3

Distribution of Employed Female Labour Force By
Employment Category, Annual Averages,
Ontario, 1966 to 1973

Year	Employed Labour Force			
	Female Part-Time		Female Total	
	Number ('000)	As per Cent of Total Employed Females	Number ('000)	As Per Cent of Total Employment
1966	181	21.8	830	31.3
1967	188	21.3	881	32.1
1968	212	23.0	920	32.5
1969	235	24.2	972	33.1
1970	249	24.9	1,002	33.4
1971	261	24.7	1,058	34.4
1972	271	24.2	1,119	34.8
1973	284	23.9	1,187	35.3
1974	309	24.5	1,261	35.8
1975 ^(a)	299	21.9	1,364	37.8
1976	315	22.3	1,410	38.2

(a) See footnote (a) in Table 1.

Source: The Labour Force, Statistics Canada (71-001)

Part-time employed males as a proportion of total employed males increased slowly but steadily between 1966 and 1972 (see Table 4). There was, however, a slight decline in 1973, and it is evident that a decline also occurred between 1975 and 1976. Although, the part-time component of the employed male labour force was increasing for much of this period, the employment of males as a per cent of total employment was declining during the entire period.

Table 4

Distribution of Employed Male Labour Force By
Employment Category, Annual Averages,
Ontario, 1966 to 1973

Year	Employed Labour Force			
	Male Part-Time		Male Total	
	Number ('000)	As Per Cent of Total Employed Males	Number ('000)	As Per Cent of Total Employment
1966	73	4.0	1,820	68.7
1967	85	4.6	1,864	67.9
1968	91	4.8	1,910	67.5
1969	100	5.1	1,965	66.9
1970	115	5.8	1,993	66.5
1971	118	5.8	2,021	65.6
1972	123	5.9	2,099	65.2
1973	121	5.6	2,179	64.7
1974	127	5.6	2,257	64.1
1975 ^(a)	132	5.9	2,248	62.2
1976	129	5.7	2,279	61.8

(a) (See footnote (a) in Table 1.

Source: The Labour Force, Statistics Canada (71-001)

IV. CHARACTERISTICS OF PART-TIME EMPLOYMENT

The first few parts of this section compare changes in the characteristics of part-time workers between 1966 and 1973 without taking into account changes or trends in the intervening years. The characteristics examined include age, sex, marital status, occupation and industry. The second half of this section reviews a number of other important factors relevant to an examination of part-time employment, including earnings, seasonality, reasons for working part-time and the duration of employment.

Sex and Age

As illustrated in Table 5, both the numbers of males and females working part-time increased between 1966 and 1973. In terms of age, the largest percentage increase in part-time employment was for employees aged 14 to 24 years. In 1966, there were 86,000 part-time workers in the 14 to 24 year age category, but by 1973 this had increased by 106 per cent to 177,000.

The largest number of employees working part-time in both 1966 and 1973 were females aged 25 to 44 years. On the other hand, the greatest percentage increase (130.8 per cent) in part-time employment in any single group was for females aged 14 to 24 years.

The part-time to total employment ratios confirm the substantial growth of part-time employment among workers under 25 years of age.

Marital Status

The distribution of the employed labour force working part-time by marital status and sex is shown in Table 6. While more than one-half of the employees working part-time in 1973 were married, the greatest increase in part-time employment between 1966 and 1973 (in both absolute and percentage terms) was among single persons. In 1973, 20.4 per cent of the single employed labour force worked part-time, compared to 13.6 per cent in 1966.

With respect to marital status and sex, the largest number of employees working part-time both in 1966 and 1973 were married females (131,000 in 1966 and 183,000 in 1973). However, as a proportion of the total employed category, this was the only group of part-time workers that actually declined. In comparison, the largest percentage increase in part-time employment between the two years was for single females - an increase of 125 per cent.

Table 5

Distribution of Employed Labour Force Working Part-Time By Sex and Age
Ontario, Annual Averages, 1966 and 1973

Sex - Age	1966		1973		Percentage Change 1966 to 1973	Part-Time to Total Employment Ratios	
	Number ('000)	Per Cent	Number ('000)	Per Cent		1966	1973
Male							
- 14-24	47	18.5	87	21.5	85.1	14.5	19.3
25-44	26	10.2	34	8.4	30.8	1.7	2.0
45 & over							
Total	73	28.7	121	29.9	65.8	4.0	5.6
Female							
- 14-24	39	15.4	90	22.2	130.8	17.0	26.3
25-44	82	32.3	109	26.9	32.9	23.9	21.8
45 & over	60	23.6	85	21.0	41.7	23.3	24.7
Total	181	71.3	284	70.1	56.9	21.8	23.9
Both							
- 14-24	86	33.9	177	43.7	105.8	15.5	22.3
25-44	87	34.3	118	29.1	35.6	7.3	7.9
45 & over	81	31.9	110	27.2	35.8	8.9	10.3
Total	254	100.0	405	100.0	59.4	9.6	12.0

Source: Special Tabulations (The Labour Force Survey) Statistics Canada.

Table 6

Distribution of Employed Labour Force Working Part-Time By Sex and Marital Status, Ontario, Annual Averages, 1966 and 1973

Sex - Marital Status	1966		1973		Percentage Change 1966 to 1973	Part-Time to Total Employment Ratios	
	Number ('000)	Per Cent	Number ('000)	Per Cent		1966	1973
Male - Single	49	19.3	89	22.0	81.6	13.1	17.8
Married	22	8.7	28	6.9	27.3	1.6	1.7
Total (a)	73	28.7	121	28.9	65.8	4.0	5.6
Female - Single	36	14.2	81	20.0	125.0	14.2	24.0
Married	131	51.6	183	45.2	39.7	26.5	25.0
Total (a)	181	71.3	284	70.1	56.9	21.8	23.9
Both - Single	85	33.5	171	42.2	101.2	13.6	20.4
Married	153	60.2	211	52.1	37.9	8.0	9.0
Total (a)	254	100.0	405	100.0	59.4	9.6	12.0

(a) includes "other" marital status

Source: Special Tabulations, (The Labour Force Survey) Statistics Canada.

Data combining marital status and age suggest that well over one-half of the growth in the numbers of part-time workers between 1966 and 1973 was accounted for by single persons under 25 years of age (see Table 7). In 1966 the largest group of persons working part-time were married and 25 to 44 years of age. However, by 1973 the largest group was composed of single employees aged 14 to 24 years. The number of employees in this group rose from 76,000 in 1966 to 160,000 in 1973, an increase of more than 110 per cent. In 1973 this group accounted for two-fifths of all part-time workers.

Occupation

The occupational distributions in Table 8 show that in both 1966 and 1973, the largest number of part-time employees (over one-quarter) worked in service occupations. On the other hand, the greatest percentage increase in part-time employment between 1966 and 1973 was in the clerical area, with sales occupations also showing a significant percentage increase. Part-time employees made up 30.1 per cent of total employment in sales occupations in 1973. Additional unpublished data indicate that about one-half of the females in sales occupations worked part-time during this same year.

Industry

Table 9 shows the distribution of the employed labour force working part-time by industry for 1966 and 1973. In both years over 40.0 per cent of part-time employees worked in service industries. The greatest percentage increases in part-time employment took place in trade (67.1 per cent) and service (64.5 per cent) industries.

Table 10 provides information on part-time employment in selected Ontario service industries for May 1975. The data were gathered in the Ontario Ministry of Labour's survey of selected industries. The highest proportions of part-time workers were found in motion picture theatres (78.7 per cent), bowling alleys and billiard parlours (63.7 per cent) and services to buildings and dwellings (46.1 per cent). The largest numbers of part-time workers, over 28,000, were employed by restaurants, caterers and taverns.

Average Hourly Earnings

The average straight time hourly earnings for selected Ontario service industries are also provided in Table 10. As might be expected, the average hourly earnings of part-time employees tend to be lower than for full-time employees. While the survey did not collect information on reasons accounting for this differential, such factors as differences

Table 7

Distribution of Employed Labour Force Working Part-Time By Marital Status and Age, Annual Averages, Ontario, 1966 and 1973

Marital - Age Status	1966		1973		Percentage Change 1966 to 1973	Part-Time to Total Employment Ratios	
	Number ('000)	Per Cent	Number ('000)	Per Cent		1966	1973
Single - 14-24	76	29.9	160	39.5	110.5	18.8	27.9
24-44	9	3.6	11	2.7	22.2	4.1	4.2
45 and over	}		}		101.2	13.6	20.4
Total							
Married - 14-24	10	3.9	16	4.0	60.0	6.8	7.4
25-44	82	32.3	108	26.7	31.7	8.1	8.6
45 and over	62	24.4	87	21.5	40.3	8.3	9.8
Total	153	60.2	211	52.1	37.9	8.0	9.0
All ^(a) - 14-24	86	33.9	177	43.7	105.8	15.5	22.3
25-44	87	34.3	118	29.1	35.6	7.3	7.9
45 and over	81	31.9	110	27.2	35.8	8.9	10.3
Total	254	100.0	405	100.0	59.4	9.6	12.0

(a) includes "other" marital status

Source: Special Tabulations (The Labour Force Survey), Statistics Canada

Table 8

Distribution of Employed Labour Force Working Part-Time By
Occupation, Annual Averages, Ontario, 1966 and 1973

Occupation	1966		1973		Percentage Change 1966 to 1973	Part-Time to Total Employment Ratios	
	Number ('000)	Per Cent	Number ('000)	Per Cent		1966	1973
Professional	29	11.4	47	11.6	62.1	8.7	9.5
Clerical	49	19.3	91	22.5	85.7	11.6	15.8
Sales	43	16.9	74	18.3	72.1	24.0	30.1
Service	69	27.2	109	26.9	58.0	25.2	28.8
Craftsman	14	5.5	24	5.9	71.4	1.9	2.6
Labourers	12	4.7	14	3.5	16.7	9.3	12.1
Other ^(a)	37	14.6	46	11.4	24.3	6.8	7.1
Total	254	100.0	405	100.0	59.4	9.6	12.0

(a) "Other" includes such occupations as transportation, farming, other primary.

Source: Special Tabulation (The Labour Force Survey), Statistics Canada

Table 9

Distribution of Employed Labour Force Working Part-Time By
Industry, Annual Averages, Ontario, 1966 and 1973

Industry	1966		1973		Percentage Change 1966 to 1973	Part-Time to Total Employment Ratios	
	Number ('000)	Per Cent	Number ('000)	Per Cent		1966	1973
Manufacturing	23	9.1	32	7.9	39.1	2.8	3.4
Trade	73	28.7	122	30.1	67.1	17.6	22.2
Services	107	42.1	176	43.5	64.5	18.6	20.7
All Others	51	20.1	75	18.5	47.1	6.1	7.2
Total	254	100.0	405	100.0	59.4	9.6	12.0

Source: Special Tabulations (The Labour Force Survey), Statistics Canada

Table 10

Part-Time Employment and Earnings in Selected^(a)
Service Industries, Ontario, May 1975

Selected Service Industries (1970)	Non-Supervisory Employees		Average Straight Time Hourly Earnings	
	Total	Part-Time as a Per Cent of Total	Part-Time	Full-Time
Motion Picture Theatres	5,206	78.7	\$2.71	\$4.24
Bowling Alleys and Billiard Parlours	1,396	63.7	2.48	3.39
Misc. Amusement and Recreation Services	8,688	26.8	3.34	3.51
Barber and Beauty Shops	10,069	18.7	3.51	3.56
Laundries, Cleaners and Pressers	10,879	19.0	2.54	3.15
Hotels and Motels	36,792	21.8	2.63	2.99
Restaurants, Caterers and Taverns	82,157	34.4	2.57	3.09
Misc. Service Industries	34,564	10.6	3.60	3.80
Services to Buildings and Dwellings	12,828	46.1	2.71	3.96

(a) includes only those service industries where at least 10 per cent of the employees work part-time (i.e. with Standard hours less than 35 per week)

Source: Ontario Ministry of Labour, Research Branch, May 1975

in occupations, length of service, and duties and responsibilities will likely play an important part.

Seasonality

The concept of seasonality is important in a discussion of part-time employment for at least two reasons. First, as mentioned at the beginning, seasonal work is often thought of as a form of 'part-time' work but on a yearly as opposed to a weekly or daily basis. Second, seasonality suggests that part-time and full-time jobs are more (or less) available during certain times of the year.

Figure 1 shows the monthly variations in the employment categories of the employed labour force in Ontario for 1974 through December 1975. As illustrated, the level of part-time employment peaks in the spring and toward the end of the year and reaches its lowest levels during the summer. In comparison, the level of full-time employment reaches its lowest levels in the winter. In general, fluctuations in full and part-time employment tend to move against each other.

The next two factors discussed are helpful in explaining the seasonal patterns of part-time workers.

Reasons for Working Part-time

Table 11 shows the distribution of employed labour force working part-time by the reasons for working part-time, for 1976. It should be noted that the data reflect the new definition of part-time employment used in the Labour Force Survey, that is persons who (usually) worked less than 30 hours per week and considered themselves to be working part-time.

The most striking observation from Table 11 is the seasonal nature of "going to school" as a reason for working part-time. These data suggest that "students" make up a considerable segment of the part-time labour force and support earlier observations that young single workers have played an important role in the growth of part-time employment.

With the exception of June, July and August (i.e. the school summer vacation period), "going to school" was given as the reason for working part-time by more than 40 per cent of the employed part-time labour force. During the school months "going to school" is the single most important reason. In July and August, few part-time workers gave "going to school" as the reason for working part-time. In comparison, it is interesting to note the increased significance of "could only find part-time work" and "didn't want full-time work" as reasons for working part-time during June, July and August. The magnitude of the increase in these

Figure 1
Employed Labour Force by Employment Category, Monthly Averages,
Ontario, 1974 and 1975
(Estimates in Thousands)



Table 11

Distribution of Employed Labour Force Working Part-Time^a By
Reasons for Working Part-Time, Ontario, 1976

Month 1976	Reasons for Working Part-Time ('000)					Total
	Personal or Family Responsibilities	Going To School	Could Only Find Part-Time Work	Didn't Want Full-Time Work	Other	
January	39	204	38	166	18	465
February	43	199	30	162	22	456
March	48	205	32	152	16	452
April	57	203	36	165	13	474
May	51	189	38	169	12	458
June	50	121	64	180	21	435
July	47	11	77	191	22	349
August	42	-	74	214	16	352
September	42	181	31	164	16	433
October	51	203	37	162	20	473
November	57	200	39	169	21	487
December	57	208	41	169	19	494
Annual Averages	49	161	45	172	18	444

(a) In 1976 the definition of part-time employment used in the Labour Force Survey changed to include those employees who usually worked less than 30 hours per week and considered themselves to be working part-time.

Source: The Labour Force, Statistics Canada, (71-001)

two categories suggest that, at least in 1976, a number of persons normally going to school continued to work part-time during the summer but gave "could only find part-time work" and "didn't want full-time work" as reasons. It seems likely that most of the remaining part-time workers who gave "going to school" as the reason during the school year either moved into the full-time labour force moved out of the labour force, or were unemployed during the summer months. This shift accounts, to a large extent, for the dramatic drop in total numbers of part-time workers during the summer.

Another interesting observation is the decline of "personal or family responsibilities" as a reason for working part-time during the summer months. While data are not available for "reasons" by either sex or marital status, one possible explanation for this decline is the withdrawal from the (employed part-time) labour force of mothers with school aged children during their children's summer vacation.

Finally, it is interesting to note that, based on the annual average for 1976, "not wanting to work full-time" was the most significant reason given by persons for working part-time. Also, only about 10 per cent of those working part-time in 1976 did so because it was the only work they could find.

Duration of Employment

The data for Canada in Table 12 show substantial differences between those who worked mostly part-time and mostly full-time in terms of the duration of employment during 1971. Only one-third of part-time employees worked 40 or more weeks compared to about 80.0 per cent of the workers in the full-time category. Almost 40.0 per cent of the mostly part-time employees worked fewer than 10 weeks. Except for the final category (50 to 52 weeks), the percentage of employees working part-time declines as the number of weeks worked increases. The distributions for males and females working mostly part-time are very similar.

Table 12

Percentage Distribution of Employees Who Worked Mostly Part-Time
And Full-Time By Number of Weeks Worked and Sex, Canada, 1971

Number of Weeks Worked	Part-Time			Full-Time
	Sex			Total
	Male	Female	Total	
Less than 10	38.7	39.1	38.9	3.5
10 to 19	10.7	11.3	11.1	5.2
20 to 29	10.4	9.5	9.9	5.7
30 to 39	7.1	5.9	6.4	4.8
40 to 49	6.8	7.1	7.0	7.2
50 to 52	26.1	27.1	26.7	73.6
Total	100.0	100.0	100.0	100.0
No.	701,000	1041,000	1742,000	7504,000

Source: Earnings and Work Experience of the 1971 labour force,
(13-554, occasional), Statistics Canada, May 1974, pp.
32-33.

V SUMMARY

During the period 1966 through 1976, the overall growth in the employed labour force occurred as a result of the growth of both full and part-time employment. However, with the exception of the period 1971 through 1973, part-time employment grew at a faster rate than full-time employment (Table 1).

The percentage of females in the employed part-time labour force was roughly 70 per cent throughout the period 1966 to 1974 (Table 2). During the first half of this period, the part-time employment of females increased as a per cent of total female employment. However, from 1971 through 1973, it is evident that full-time employment grew faster among females than part-time employment (Table 3).

While part-time employed males as a proportion of total employed males increased slowly between 1966 and 1972, since 1972 there appears to have been a slight decline. As well, the employment of males as a per cent of total employment was declining during the entire period (Table 4).

In both 1966 and 1973 the largest number of employees working part-time were females aged 25 to 44 years. In comparison, the largest percentage increase was for females aged 14 to 24 years (Table 5).

While more than one-half of the employees working part-time in both 1966 and 1973 were married, the greatest increase between these two years was among single persons (Table 6).

While married persons make up the largest group of part-time employees, data combining marital status and age show that well over one-half of the growth in part-time employment between 1966 and 1973 was accounted for by single persons under 25 years of age (Table 7).

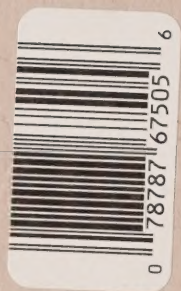
Occupational distributions indicate that while the largest number of part-time employees worked in service occupations, the largest percentage increases between 1966 and 1973 were in clerical and sales occupations (Table 8). Industrial distributions generally confirm this pattern showing that, while the largest number of employees worked in service industries, the greatest percentage increases took place in trade and service industries (Table 9). As might be expected, the average (straight time) hourly earnings of part-time employees tend to be lower than for full-time employees (Table 10).

Based on data for 1974 and 1975, it is evident that there are significant seasonal variations in part-time employment. The level of part-time employment tends to peak in the spring and

toward the end of the year and reaches its lowest levels in the summer months. In general, fluctuations in full and part-time employment tend to move against each other (Figure 1).

This seasonal variation is at least partially explained by the information presented on reasons for working part-time. The most striking observation from that data is the seasonal nature of "going to school" as a reason for working part-time. These data suggest that students make up a considerable segment of the part-time labour force and support earlier observations that young workers have played an important role in the growth of part-time employment. It should be noted that with the exception of the summer months over two-fifths of part-time workers cited "going to school" as their reason for working part-time. It is also interesting to note, that for 1976 as a whole, "not wanting to work full-time" was the most frequently cited reason for working part-time. Finally, only 10 per cent of those working part-time in 1976 reported they did so because it was the only work they could find (Table 11).

Data for Canada on the duration of employment for 1971 show a substantial difference between those who worked mostly full-time and mostly part-time. In general, the percentage of employees having worked mostly part-time declines as the number of weeks increases until the final category (50 to 52 weeks) is reached, when the percentage increases. In comparison, almost three-quarters of the mostly full-time employees worked 50 to 52 weeks (Table 12).



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